

Headquarters U.S. Air Force

Integrity - Service - Excellence

Force Shaping Update



***Colonel Mike Hayden
Chief, Military Personnel Policy***

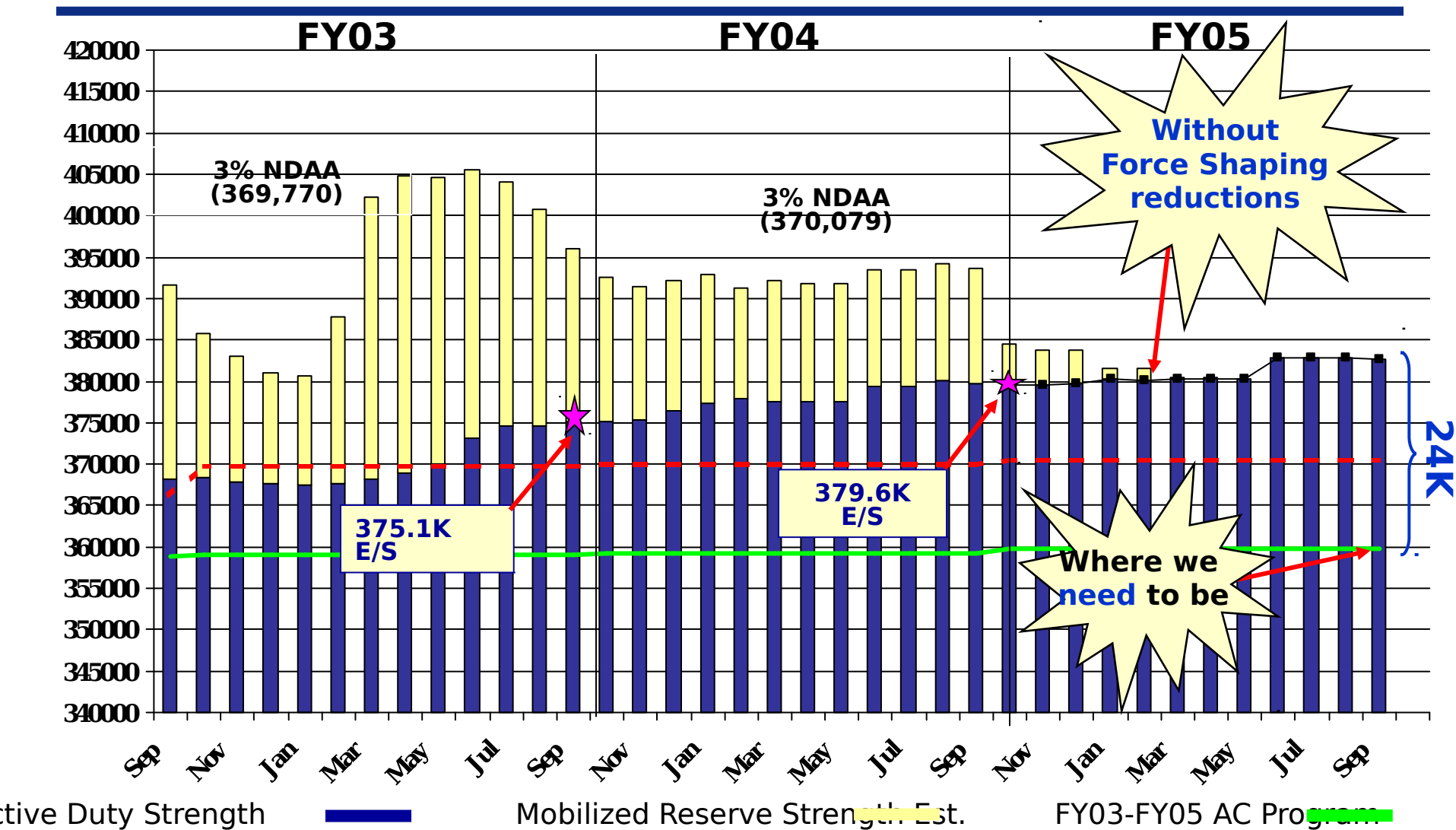


Backdrop

- **Late '90s: poor retention, strong economy, and contingency OPTEMPO**
- **Analytical tools lacking to manage force for 21st century**
 - **Led to over-accessing -- FY00 - FY03**
- **9/11, GWOT, Stop Loss, OEF, OIF, economy slow -- Airmen focused on the mission!**
- **Bottomline: Unprecedented retention and significant skills imbalances**

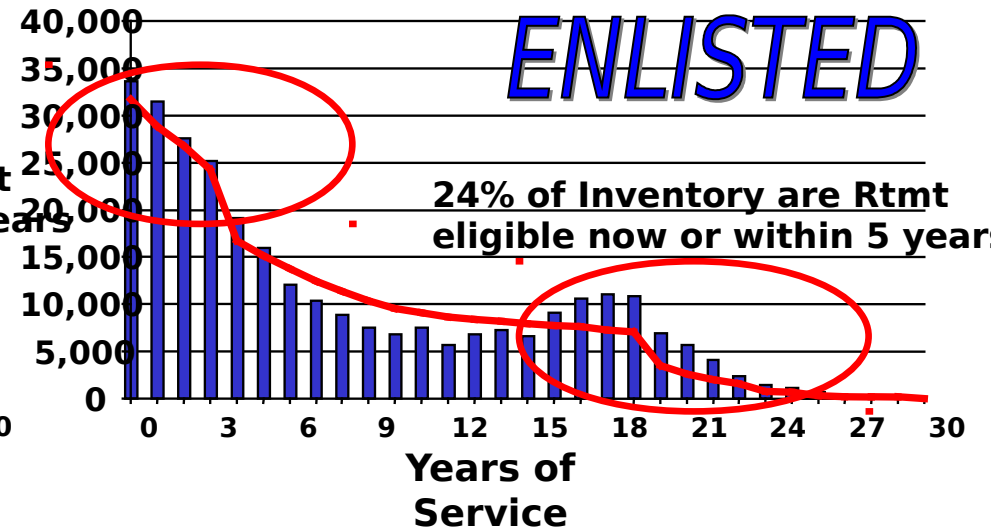
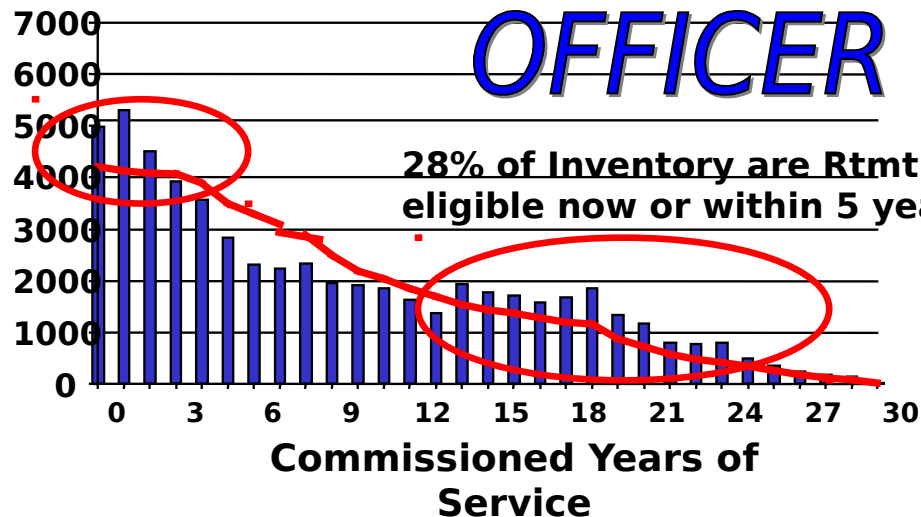


FY03-05 Personnel Strength





AF End Strength - Peaks and Valleys



Overages

- **>23K** over 16yrs -- residual from 600K AF (mid-1980s)
- **>9K** between 0-5 yrs -- result of over-accession to reach end strength (late 90s)

Shortages

- **>15K** between 6-15yrs result of downsizing period (early 90s)
- More end strength doesn't fill AF's highest "**middle year**" need



Current Sight Picture

- **AF focusing on reducing stress across career fields**
- **AETC redirected 3,400 faces in FY02/03 to stressed AFSCs**
- **AF realigned 4,700 authorizations into stressed AFSC during FY04/05/06 cycles**
 - **Air Staff realigned training pipeline to match new “spaces” starting in FY04 and on**
- **Re-introduced involuntary NCO Retraining Program and Career Job Reservation (CJR) Program**
- **Recalibrated Bonus Programs**
- **New Force Sustainment models developed**
- **Recurring full-spectrum diagnosis of unhealthy AFSCs now underway**



Phase I

- **Expand PALACE CHASE**
- **Waive limited active duty service commitments**
- **Rollback date of separation (DOS)**
- **Expand enlisted retraining**
- **Limit officer continuation**
- **Allow ROTC-to-ARC commissions**
- **Restart CJRs for enlisted**
- **Reclassify eliminees into shortage AFSCs**
- **Limit recall programs and HYT extensions**
- **Waive some bonus commitments**

Timeline: Feb - Mar 04



Phase II (FY04 / FY05)

- **Widen Phase I aperture**
 - **Expand PALACE CHASE parameters**
 - **Approve all 20 yr+ ret volunteer apps**
 - **Accelerate voluntary separations**
 - **Implement CJR**
 - **Terminate recall programs (except perm rated)**
 - **Limit officer continuation (Capt to Maj)**
 - **Separate training washouts**
 - **ROTC-to-ARC and ROTC-to-Army**
 - **Cadet disenrollees to Army**
- **Reduce Time-in-Grade to 2 yrs (O-5s / O-6s)**
- **Allow inter-Service transfer to Army**
- **Quality force / declination factors**
- **Reduce accession (FY05)**



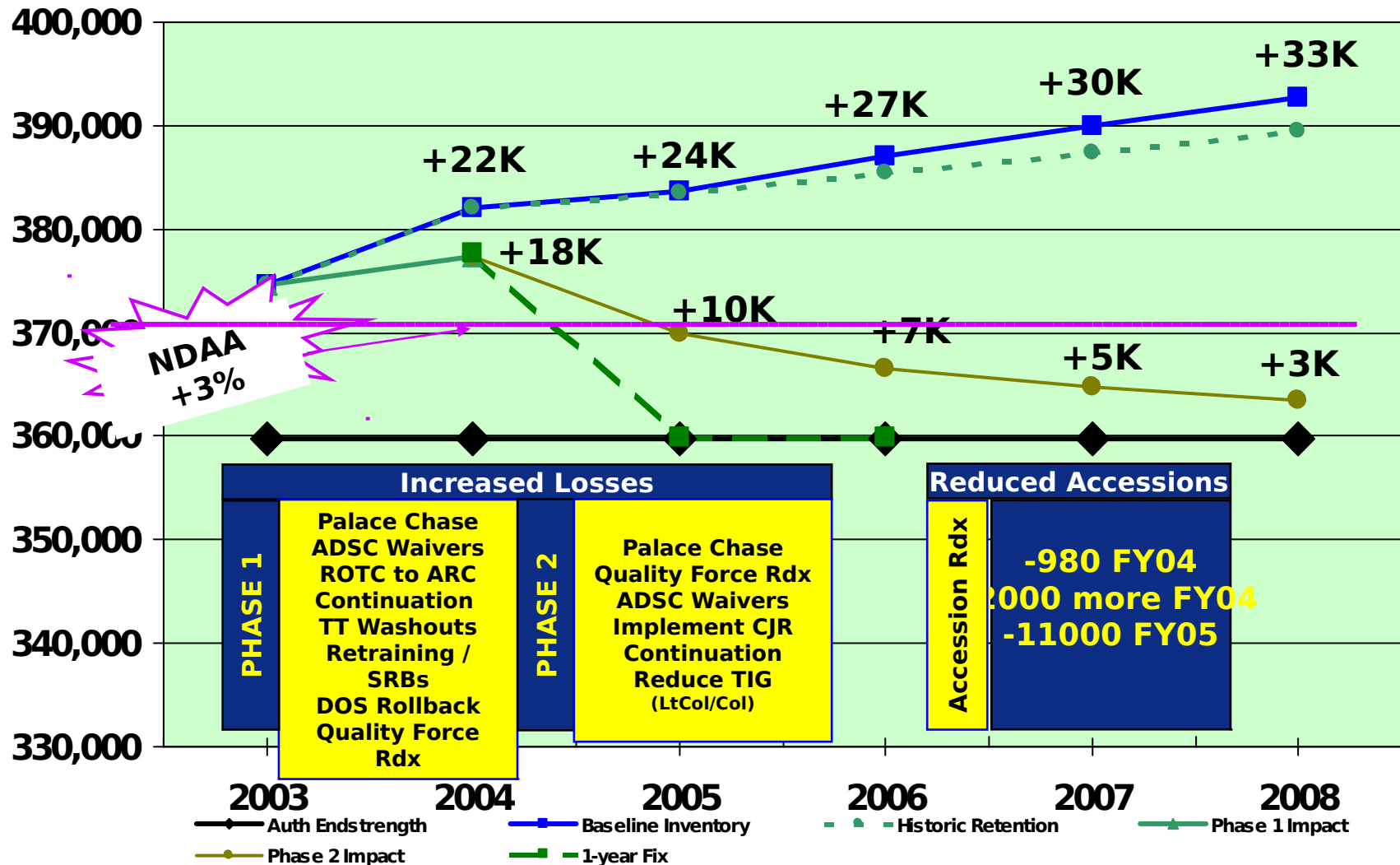
Accessions - The Next Step

- **Keep the faith...minimize impact on current force**
- **Need to reduce accessions ~11,000* to reach end strength**
- **Guiding principles ...**
 - **Focus FY05 accession cuts on overmanned AFSCs**
 - **Take no overmanned AFSC below 100%**
 - **Continue to use new recruits, Career Job Reservations and NCO Retraining to “shape” undermanned AFSCs**
 - **Immediately return to FY06 normal programmed accessions**

***Note: - Assumes Phase I and II goals are met**



Glideslope to Endstrength FY05 (1-Year) Solution





Force Shaping Summary

Phase II -- Approved as of 9 Aug 04	Forecast	This Month	Total to Date
PALACE CHASE apps	2700	180	643
ADSC Waivers (retirement & seps)	2750	116	1749
DOS Rollback-Quality Force/Declinations	1100	TBD	NLT Sep 04
Implement CJ R	300	TBD	NLT Jan 05
Limit officer continuation (Capt to Maj)	80	TBD	Awaiting next board
Separate training washouts	200	61	61
ROTC-to-ARC or Army	60	TBD	Awaiting next academic year
Reduce Time-in-Grade to 2 yrs (O5s / O6s)	300	1	29
Blue to Green	10	3	11
Reduce accessions (FY 04/05)	14000	428	2140
Phase II Totals:	21500	789	4633
Phase I (Closed Out -- Mar 04)	2500	N/A	2545
Grand Totals:	24000	2593	6878



Storylines

- **Being over-endstrength means we're victims of our own success**
 - **Airmen understand the mission -- staying in unprecedented numbers**
 - **Reducing accessions helps shape force and overcome ills of the 1990s**
 - **Continue to target skill imbalances to correct stressed specialties**
 - **There is a training and warfighting benefit to one-year reduction**
 - **AETC can clear out backlog of students awaiting training**
 - **Instructor force can get "re-blued" -- supporting the AEF**
 - **Instructors/subject matter experts could support AFC-directed Training Review including capabilities-based assessment**
 - **Getting down to endstrength faster could reduce the need for PersPay Supplemental and avoid breaking other AF programs**
 - **Good News story -- shaping the future force without breaking faith with the current force!!**
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Continued Service Opportunities

- **CAAs designated base POC for continued service opportunities**

“Other opportunities are available”

- **Emphasize continued service opportunities to departing airmen via:**
 - **PALACE CHASE**
 - **Civil Service**
 - **Blue to Green**
 - **Need to liaison between local Army recruiter**
 - Set up forum for interested Airmen on base and open avenues to brief at TAP/other transition programs



Questions



U.S. AIR FORCE